

Trinity Lutheran Voter's Meeting Agenda
June 12, 2022
10:40a

Opening Prayer – Pastor Caleb

Call to Order – Paul Hough

Items to be voted on:

- Minutes from March 13, 2022 Voter's Meeting

- Nominees for Trinity's Board of Directors (pick 3)
 - Althea Gouker: 1st 3-year term – incumbent
 - Brian Holste: 1st 3-year term
 - Zach Martin: 1st 3-year term
 - Mason Payer: 2nd 3-year term – incumbent

- Calls
 - Don Heien for Pastor – part-time
 - Jon McKim for Teacher – part-time

- Trinity's Financial Plan for Ministry Year 2022/2023

Reports:

- Chairman's Report – Paul Hough
- Financial Report – Eric Eidler
- Let's Build Trinity Committee Report – Grant Ludwick

Adjournment – Paul Hough

Closing Prayer / Doxology – Pastor Caleb

Trinity Lutheran Voters' Assembly Special Meeting
Celebration of Ministry Expansion
March 13, 2022
10:45 am

Total members in attendance: 74

1. Opening Prayer: James Bird, Elder
2. Let's Build Trinity Committee Update – Grant Ludwick, BoD member and Head of Let's Build Trinity
 - a. Described make-up of the committee
 - b. Grant shared the need for additional modular buildings to accommodate increased enrollment
 - c. Grant described the need for a sanctuary/performing arts center to accommodate church and campus activities.
 - d. informed the congregation of engagement of capital campaign consultant
 - e. requested that congregants participate in the Let's Build Trinity survey
 1. paper and digital options are available
 - f. Char Kolzow requested that grant read the survey questions to the members present at the meeting
 1. Grant read the survey aloud
 - g. Barb Schroeder asked why a retirement facility wasn't included in the survey
 1. Grant stated that current plans do not include a retirement facility
 - h. Pat Reck expressed concern that members who are not electronically connected don't receive the information regarding voter's meetings, tidings, etc.
 - i. Grant presented the goal of hiring a Capital Campaign consultant
 - j. Grant introduced David Moles as Project Manager

k. Ted Hasse asked if existing plans/efforts from the past could be applied to the current project

1. Grant answered yes for certain aspects of project

l. Char asked how many people would feel that a separate sanctuary set aside only for the church would be important

1. This is one of the purposes of the survey

m. Grant shared the Importance of Trinity Church and School being unified as one

1. Grant pointed out that the capacity of school families to donate likely exceeds that of the congregation

3. Why are we here today? –David Lyon, Vice Chair, BoD

a. David shared that we are updating our constitution and bylaws from the 2000 version

1. who we are, our name and our mission have not changed

2. changes are mostly small changes

3. an example was given that insurance coverage was moved from the constitution to bylaws

4. updated to put more power in the hands of the congregation

b. Items to be voted on:

1. Trinity Constitution 2022

2. Trinity Bylaws 2022

c. David Lyon asked for a motion to approve the constitution and bylaws

1. the motion was asked for and seconded by multiple congregants

d. Discussion:

1. James Bird expressed appreciation for the work of the members of the governance committee

2. Barb Schroeder asked where “release of membership” is now located since it has been moved from the constitution.

a. this topic has been moved to the policy manual

e. Tharon Lyon called for the question.

d. Verbal vote was held. 2022 version of the Constitution and Bylaws were unanimously approved.

4. Trinity Foundation Update- Eric Eidler

a. Eric announced that we now have an unprecedented budget surplus

b. Presentation of the creation of the Trinity Foundation

1. will be managed by a committee

c. Presented various “buckets” where donated funds are held and used

d. Char asked how communication is going to be shared with members, concerned that things are complicated

e. Joe Martin asked about routine financial reporting

1. Eric stated it will be presented at the annual meeting and that members are welcome to ask for the information at any time.

f. Char asked about having a posted roster of board and committee members so that congregants would better know who the members of the board and committees are.

5. Closing Prayer – Jeff Curl

Motion to adjourn was made, seconded, and approved. The meeting was adjourned at 11:35 am.

The Doxology was led by Gregg Pinick and Pastor Caleb.

**Bios of the Candidates for the Trinity Board of Directors revised
(Three will be elected.)**

Althea Gouker: 1st 3-year term – incumbent

My name is Althea Gouker, and I have been a member of Trinity since 2008. I am the wife of Dustin and the mother of Liesel, age 2. My family and I live just a few minutes away from the church. Every day we drive by it, Liesel shouts out, “There’s church!” or “I go to school now!” On occasion, you might hear and see me playing the piano during worship services, something I enjoy immensely.

I moved to Bend from Texas in 2007 to take a job at the Bend Bulletin. I began graduate studies in 2012 and earned an MBA in 2014. For the past four years, I have worked alongside my husband at an affiliate marketing company, managing content on several websites while working from home. I have also served this past year on the Trinity Board of Directors.

My love for the Lord, this church, and this faith family runs as deep as my desire to serve in any capacity I can — whether it’s on the piano playing hymns, at a table with other Board members discussing the future of Trinity, or out in the community sharing God’s Word. I look forward to the day my young daughter can begin her Christian education at Trinity Lutheran School and will gladly and selflessly be part of this exciting time of growth at Trinity.

Brian Holste: 1st 3-year term

My name is Brian Holste. My wife, Katie, and I enjoy worshipping at Trinity and feel blessed to raise our growing family. We have been members at Trinity since transferring in July 2020. Our oldest son, Arthur, recently finished his pre-k school year at Trinity’s school, and he can’t wait for kindergarten. Henry is waiting in the wings to begin his early education in 2023, and he loves trying to keep up with his big brother. If elected to the Board of Directors, I would enjoy the opportunity of serving our community, becoming more connected in the congregation, and being a light for God to shine through.

I grew up in Bishop, CA, and was raised in the Lutheran faith. My father continues to be the organist at Grace Lutheran Church in Bishop, where I feel fortunate to have grown up in tight-knit faith community. After high school, I attended Gonzaga University (Go Zags) and received my degree in Exercise Science. I’ve worked for Guild Mortgage Company for the past 11 years on the servicing side of the business, where I assist homeowners dealing with financial hardships.

Zach Martin: 1st 3-year term

My name is Zach Martin, and I was born in Lakeview, Oregon. I met my wife Lisa in college and have been living in Bend since 2007. Lisa grew up in the Bend/Redmond area. We have two kids, Landon (12) and Claire (10), and two dogs, Maki and Honeybun. We joined Trinity in 2012.

I graduated from U of O in Eugene with a degree in chemistry and have worked at Bend Research (now Lonza) since 2008, where I currently have a corporate role focusing on business

planning.

Serving on the Board of Directors would allow me to give back to the church community that my family has received so much from over the last ten years and to be a part of defining the direction of Trinity's future.

Mason Payer: 2nd 3-year term - incumbent

My name is Mason Payer. My wife Jen and I have two sons, Tucker and Easton, who have been attending Trinity since kindergarten, and will be entering 9th and 7th grades in the upcoming school year. We've been members of Trinity Lutheran Church since December of 2018.

I am a Bend native, having spent the majority of my life here, save for a few years away during and after college. I am the Sr. Marketing Manager at Nosler, Inc., where I have worked for the last 11 years, a volunteer lacrosse coach, and an avid outdoorsman.

I have served on our Trinity Board of Directors for the last three years during a time when we have faced tremendous challenges while also seeing the Lord richly bless our ministry daily. It has been truly inspiring to watch our leadership team navigate the many twists and turns of the last three years. I'm in awe of the ways in which God has used these times of trial to test us, strengthen us, and bless us in ways we could never have imagined. There is so much positive energy and momentum for further growth here at Trinity; I'm eagerly anticipating what wonders there are yet to come. Should it be His will, it would be my honor to continue serving on our Board of Directors for another term.

Pastor Don Heien Call Information

As you hopefully have seen in the agenda included in last week's Tidings for our upcoming voters' meeting, we will be voting this Sunday on whether to extend a part-time call to Pastor Don Heien. We have put together this list of FAQs that will give you a better idea of what has led us to the point of recommending to the congregation the issuing of this call.

I hadn't heard we were looking for a part-time pastor. Can you fill us in on what all of this means?

We have not been looking for a part-time pastor. This proposed call is not so much the establishment of a new position as the formalization of the ways in which Pastor Don has been serving at the recommendation and blessing of our LCMS Northwest District Office. Recent conversations with President Paul Linnemann have prompted our Board of Directors unanimously to recommend this call to our congregation.

What is Pastor Don's current status?

Pastor Don was ordained as an SMP (Specific Ministry Pastor) in 2018 at Victory Lutheran Church in San Diego. The SMP program is a path to ordination in our Synod which makes one eligible to serve in Word and Sacrament ministry at the specific congregation in which they are ordained. If an SMP chooses to move to another congregation, he may also serve in ministry there if the District President(s) agree that the context is similar enough to that of the initial congregation.

When Pastor Don and his wife Debbie moved to Bend in January 2020, President Mike Gibson of the Pacific Southwest District of the LCMS and President Paul Linnemann of our Northwest District conferred and gave Pastor Don the designation of Pastor Emeritus, meaning he would remain on the roster of the Synod but without a specific call. In a conversation Pastor Caleb had with President Linnemann back in 2020, Trinity was encouraged to make use of Pastor Don in his capacity as Emeritus Pastor in whatever areas of pastoral care and ministry that would best support Trinity's overall ministry.

How has Pastor Don been serving at Trinity?

For the past year and a half, Pastor Don has been serving at Trinity in two distinct ways. For 32 hours a week he has been serving on our custodial/facilities team. In addition to this, he has been assisting in a few select pastoral tasks.

What pastoral tasks has Pastor Don been fulfilling?

Pastor Don has helped in a variety of ways at Trinity, mainly by assisting Pastor Caleb with shut-in communion visits and serving as one of our Confirmation instructors. Anyone who has been worshipping at Trinity regularly in the past couple of years will have noticed Pastor Don helping in a variety of ways at our worship services also. He has assisted with Scripture readings and communion distribution. He has also preached at Trinity from time to time, preaching the midweek Advent series in December 2020 and filling in on occasion when

Pastor Caleb has been out of town. For the past few months, he has been coordinating and leading some events for our high school youth. Pastor Don also travels once a month to John Day and Burns to lead communion services at the LCMS congregations there.

These pastoral tasks have been compensated on a contracted, stipend basis up to this point (though he has been compensated separately according to district guidelines when he has preached). This stipend has been separate from his compensation for the 32 hours of custodial/facilities work.

This sounds like a good arrangement. Why do we need to issue a call?

In recent conversations that have taken into account the regularity with which Pastor Don has been serving, it was leadership's desire to move Don from the stipend basis on which he was being paid for his pastoral services to becoming a full 40-hour-a-week Trinity employee. In addition to his 32 hours a week in the area of custodial/facilities work, 8 hours would be dedicated to the pastoral tasks he has been performing, replacing his current stipend and separate payments for preaching engagements.

A couple of weeks ago Pastor Caleb spoke with President Linnemann and shared this idea, asking if this would change anything in regards to Pastor Don's status on the roster as an Emeritus Pastor. After consulting the Council of Presidents Manual, President Linnemann recommended a call should be issued to Don, citing the Manual which states: "An emeritus pastor who is asked to serve a congregation as a full-time or part-time pastor on a regular, ongoing basis should be extended a call, not a contract, to that ministry." Since Pastor Don's service at Trinity would be both "regular" and "ongoing," the Trinity Board of Directors is unanimously recommending the congregation issue him a call to serve in this part-time, 8-hour a week capacity.

What will change in Pastor Don's duties with this call?

At this point, not much is planned to change. He will continue serving in the same capacities he has been, but at 8 hours a week instead of simply as needed. The impetus for this call is not to start a new position but to abide by our church body's doctrine of the Divine Call and our common understanding of it.

Why didn't we go through the typical pastoral call process (call committee, looking at other candidates, etc.)?

Because this is not the formation of a new position but rather the formalization of how Pastor Don has already been serving, the lengthy and involved call process in which we might otherwise have engaged—including a call committee and a search for other candidates—would not have been either necessary or helpful.

If the congregation at some point in the future were to decide to search for an associate pastor with more substantial duties and a fuller share in the overall ministry at Trinity, it would be important to engage in the full pastoral call process.

What would happen if Trinity's members vote *not* to extend this part-time call to Pastor Don?

If Trinity chooses not to call Pastor Don, it would be most appropriate for him to stop serving Trinity on a regular basis in the ways in which he has been serving for the past year and a half.

Jon McKim Call information

Jon McKim, a Trinity member and a teacher on the LCMS roster eligible for a Call, is endorsed by the Trinity Board of Directors for a Call to serve as a teacher in Trinity's School. Jon will be teaching grades K-5 Physical Education. Jon previously served as a teacher at Trinity until June 2020.

Jon spent the past year as a substitute teacher in K-5 and Middle School in Trinity's school. This Called position is part-time teaching (65%), and he will serve as a substitute teacher as needed when time permits.

Anytime a Call-eligible worker is hired for a position considered a commissioned worker (which a teacher is) by the LCMS, the organization must issue a Call.

TRINITY LUTHERAN CHURCH

As of 5/9/2022

2022-2023 built on current enrollment

Category	2021-2022 Approved Budget	2021-2022 Projected Year End as of 04/30/22	2022-2023 Projected Budget
INCOME			
General Offerings	\$ 869,200	\$ 869,200	\$ 956,120
Tuition (including all discounts)	\$ 3,125,578	\$ 3,232,771	\$ 3,704,498
Church Member School Grants	\$ 30,000	\$ 30,000	\$ 30,000
TLCA (before and after school care)	\$ 71,700	\$ 165,000	\$ 66,000
Other Income	\$ 25,000	\$ 7,500	\$ 9,450
Development Income:			
Auction	\$ 80,000	\$ 100,000	\$ 100,000
Trinity Fund	\$ 145,000	\$ 275,000	\$ 250,000
Music - Trinity Fund	\$ 33,500	\$ 54,500	\$ 50,000
Athletic - Trinity Fund	\$ 30,000	\$ 43,000	\$ 50,000
Music Income	\$ 18,000	\$ 18,000	\$ 15,000
Athletic Income	\$ 20,000	\$ 20,000	\$ 45,000
ReEnrollment Fee	\$ 47,300	\$ 47,400	\$ 66,850
Tuition Assistance (gifts)	\$ 15,000	\$ 15,000	\$ 15,000
Registration	\$ 45,100	\$ 73,800	\$ 26,200
TOTAL INCOME	\$ 4,555,378	\$ 4,951,171	\$ 5,384,118
EXPENSES			
Missions	\$ 86,920	\$ 87,430	\$ 96,357
Christian Life & Family Connection	\$ 1,500	\$ 2,500	\$ 16,580
Youth & Young Adult Ministry	\$ 4,000	\$ 4,000	\$ 14,000
Children's Ministry	\$ 5,500	\$ 5,500	\$ 10,000
Worship/Ministry Support	\$ 30,069	\$ 43,104	\$ 29,000
Church Administration	\$ 30,193	\$ 37,504	\$ 39,903
School Ministry	\$ 358,317	\$ 420,801	\$ 423,454
Facilities	\$ 248,290	\$ 248,290	\$ 301,869
Salaries & Benefits	\$ 3,683,664	\$ 3,648,057	\$ 4,339,368
Other- Insurance, Taxes, Mortgage	\$ 106,925	\$ 112,640	\$ 113,587
TOTAL EXPENSES	\$ 4,555,378	\$ 4,609,826	\$ 5,384,118
Total Income Less Expenses	\$ -	\$ 341,345	\$ -



2021/22 Financial Report and 2022/23 Budget Overview

2021/22 – Year in Review

Preliminary Financial Results

- Voters approved a balanced budget for the fiscal year.
 - Projected year-end results indicate a surplus of approximately \$341,000. This is the first operating profit for the organization in 10 years.
 - The current plan (not approved yet) is to reinvest the surplus into capital improvements at Trinity, including substantial investments in security upgrades.
- Major impacts to the year-end results:
 - Strong outside giving in support of the Trinity Fund (+160k vs plan); Strong tuition w no bad debt (+107k), an operating grant to TLCA of \$100k, and offerings being on or slightly above budget. Through May offerings were \$850k vs plan of \$808k.
 - Expenses are projected to come in close to plan. They trended below plan most of the year, but as top line trended well above plan, some excess funds were directed back to compensation to reward our staff who continues to perform despite a challenging external operating environment.

Major Events impacting overall Financial Health of Trinity

- Increase in the student body from close to 330 last year to close to 500 students for the recently completed school year.
- New staff was hired to support the student body growth, and also to build out the ministry team with the addition of a Director of Christian Life/Family Connections and a full time DCE.
- We are a people business.



Current cash positions for Trinity

Trinity Lutheran Church and School			
Cash position 5/31/22			
			<u>5/31/2022</u>
Operating funds		\$	1,094,372 *
Operating reserves		\$	482,414
Capital reserves		\$	102,844
Trinity Foundation		\$	75,903
Sanctuary Fund		\$	755,403
Let's Build Trinity		\$	752,987
		\$	3,263,923
* draft as still closing May			

Over the past 4 years, the Board and leadership have focused on rebuilding a solid foundation for Trinity. When we last embarked on growth initiatives, we were not well prepared and a result limped along for almost a decade.

Operating Reserves:

A combination of excess loan proceeds from 2019 and surplus from 20/21 have allowed Trinity to build its largest level of operating reserves in support of our \$5.4MM operating budget. These funds are being moved to Thrivent to segregate from operating funds and are currently being invested in a CD ladder to generate 2.5-3% risk free returns. Board approval is required to access reserves.

Capital Reserves:

This is an area of focus for 22/23. Any risk here is mitigated by a decent closing balance combined with use of 21/22 surplus on capital projects. The goal is to complete a reserve study and set a maintenance schedule and reserve funding to keep facilities at Trinity operating well. Funds will also be segregated to Thrivent and the near future goal is to present an annual capital budget with operating budget for approval this year. This reserve is meant to support annual capital spending for Trinity.



Trinity Foundation

This year we completed work to establish the Trinity Foundation and by-laws. The Foundation (endowment) will be used as a home for memorial and longer-term gifts. (The Trinity Fund is for short term gifts) Annually the Trinity Foundation will make awards in support of ongoing or new endeavors of Trinity. Foundation accounts will also be maintained at Thrivent and are established to handle all types of donations, be it cash, stock or property. Until more meaningful balances are built, the investment strategy will remain conservative with CD’s and mutual funds.

The Sanctuary Fund

The goal is to present the below for full transparency.

Trinity Lutheran Church and School							
Sanctuary Fund Sources and Uses							
	Sources				Uses		
Sanctuary Gifts - 5/22	\$	1,741,816		2016-18 Sanctuary/MSP/SLC	\$	717,858	
Interest/Other Income	\$	122,568		MSP updates 2020-22	\$	66,123	
				2022 Transfer to Modulares	\$	325,000	
	\$	1,864,384		Remining Balance	\$	755,403	
					\$	1,864,384	

- Sanctuary gifts are cumulative from 2000 to current
- From 2016-2018 Trinity embarked on a growth initial to build a sanctuary and then a senior living center. During this period \$717k was spent on these projects.
- As the latest Master Site Plan was set to expire in 2021, additional work was done to preserve prior designations and investments made to date.
- An early contributor to the capital campaign has asked to re-designate their donation from the Sanctuary Fund to Let’s Build Trinity in support of the current modular project.
- The hope is to combine the Sanctuary Fund with Let’s Build Trinity Fund once acceptable plans are in place and congregation votes to move forward.



Let's Build Trinity Fund

Here is the activity for the Let's Build Trinity Fund.

Let's Build Trinity Accounting						
				<u>ins</u>	<u>outs</u>	<u>balance</u>
Allocated 6/2021				\$ 186,470		\$186,470
2021/22 donations and expenses				\$ 183,822	\$ (14,965)	\$370,292
Allocated to committee by BOD (Cap campaign work)					\$ (100,000)	\$255,327
Memorial reallocation (pending)				\$ 8,327		\$263,654
Donation reallocation (earmark for mods)				\$ 325,000		\$588,654
Trinity Auction Account				\$ 254,750		\$843,404
Modular down payment					\$ (190,417)	\$652,987
Pledges				\$ 50,000		\$702,987

- The Let's Build Trinity Fund is the precursor to the pending Capital Campaign
- Initial funding of \$186k was from surplus in 20/21
- Two memorial funds were moved to Let's Build Trinity instead of Foundation due to initial stipulations
- The auction was extremely successful
- To date the fund has made deposit for 3 modulares and \$100k has been allocated to cover capital campaign costs and initial architectural work in anticipate of the capital campaign.
- The balance is \$50k lower than initial cash page due to allocation of funds for capital campaign (\$100k – not spent) and a \$50k pledge, not yet received.

Modular Project Financing

Let's Build Trinity Modular project						
Sources and Uses						
<u>Sources</u>			<u>Uses</u>			
Account - Mod down payment		\$ 195,102	3 modulares			\$ 596,709
Subsequent draws		\$ 664,898	prep and furnish			\$ 203,291
			Contingency (7.5%)			\$ 60,000
		\$ 860,000				\$ 860,000

This chart is meant to show costs and funding for the new modulares.
 The Let's Build Trinity Fund has enough capital to complete the project barring any surprises.



2022/2023 Budget Overview – See attached Budget Summary

Budget Highlights – Revenue

- Increase of 10% to offerings from \$869k to \$956k. As current year offerings may end closer to \$900k, nominal increase is closer to 6.3%
- Growth in student population to about 530 (+6-9%) with base tuition increase of 6% which will trend higher as some legacy discounts were also eliminated. Financial contracts are in hand to support this number and the waiting pool is approximately 80.
- Giving to Trinity Fund projected at \$350k, up from plan of \$218k last year but closer to actual giving of \$371k.
- Development proceeds of \$100,000 from the annual auction (up from \$80k budgeted last year).

Budget Highlights - Expenses

- Trinity is a people business. Personnel costs increase \$691k mostly to support the sustained high level of students in the school. (Population is double from 19/20) This includes hiring a mix of teachers, aides and additional support staff along with competitive compensation increases. The church is adding a DCE intern for HS youth/young adult ministry. Hallelujah.
- School curriculum continues to be updated and Trinity continues to lean into technology. Both areas had lagged during years of tight budgets.
- With leaders in place, programs are being better funded (up 3x) for children's ministry, youth and young adult ministry and discipleship programs.

Proposed Budget

- The result is a proposed balanced budget for 2022/23!
 - The Board of Directors recommends approval of the budget as presented.
 - The Board and leadership will continue to review performance to plan for the year with adjustments made as necessary,



Commentary to the budget

While aggressive, the proposed budget is viewed as realistic and achievable. It is labeled aggressive as we are now fully investing in the larger Trinity with purpose and this investment is mostly in people. The budget forecasts \$434k in income growth next fiscal year, combined with \$775k invested in people and programs. Quite candidly the focus in 2021/22 was keeping up with growth while still managing covid. Hard to invest in people and programs during such a window. This year we can now get ahead of the growth somewhat and make the necessary investments to build out the organization in support of such growth and to offer new and improved programs.

Student levels and demand remains strong and leadership has been able to successfully staff and support growth. The risk for 22/23 lies in external forces including inflation resulting in higher interest rates and a potential short recession. Higher prices for gas and household goods may stretch budgets and limit free cash flow which could impact tuition, offerings and/or the Trinity Fund donations. The starting of a capital campaign could also have an impact on short-term giving.

This model does not contemplate a return to a covid environment. In support of the model and part of our contingency planning, Trinity also will start the year with its largest operating reserves, allowing us to lean in.

A simple chart to show the journey and doubling of Trinity:

Trinity Lutheran Church and School							
Financial comparison							
	FYE 6/18	FYE 6/19	FYE 6/20	FYE 6/21		FYE 6/22	FYE 6/23
	Actual	Actual	Actual	Actual		Proj	Budget
Income	\$ 2,522,673	\$ 2,584,407	\$ 2,600,463	\$ 3,649,972		\$ 4,951,171	\$ 5,384,118
Expenses	\$ 2,618,650	\$ 2,599,109	\$ 2,769,050	\$ 3,263,503		\$ 4,609,825	\$ 5,384,118
Net	\$ (95,977)	\$ (14,702)	\$ (168,587)	*\$386,470		**\$341,346	\$ -
					*includes \$419,000 in PPP assistance		
					**includes \$100,000 early childhood grant		

Respectfully prepared by Eric Eidler, Board Treasurer and Finance Committee Chair

Voters' Assembly – June 12, 2022

Board Report

2021/2022 Board Members: Paul Hough, Chair, David Lyon, Vice-Chair, Eric Eidler, Treasurer, Holly Hutchins and Mason Payer, Co-Secretaries, Jeff Curl, Board of Elders, Toby Garus, Althea Gouker, Grant Ludwick, Derri Sandberg

Current Sub-committees:

- Finance, led by Eric Eidler
- Governance, led by David Lyon
- Let's Build Trinity, led by Grant Ludwick
- Trinity Foundation, Chair TBD

Board Highlights:

- Provided monthly oversight of Trinity's mask and vaccination requirements for church and school members, students, and staff
- Sanctioned "Let's Build Trinity" committee, led by Grant Ludwick, with a specific mission to develop the vision for facility growth on the Trinity campus
- Methodically reviewed and updated each section of the Trinity Board of Directors Policy Manual
- Finalized the Trinity Foundation by-laws and launched the Foundation
- Led by the Governance team, completed a full review and rewrite of the Trinity Constitution and by-laws, which were approved by the Voters on March 13, and subsequently approved by the NoW District.
- Approved the purchase of 3 modulars to support school growth as the first component of "Let's Build Trinity"

Executive Team – 2022/2023 (voted on by Board on June 1, 2022)

- Chair – David Lyon
- Vice-Chair – Mason Payer
- Treasurer – Paul Hough
- Secretary – Holly Hutchins and Derri Sandberg, Co-Secretaries

Respectfully submitted by Paul Hough, Board Chair

Let's Build Trinity Congregational Update

Our committee has been tasked to outline a vision for the growth of the Trinity campus. Since last fall, we have met regularly to discuss the future of Trinity and the development of our grounds. To date, here is where we stand:

- A survey has been completed of both church and school stakeholders to gauge both the interest and the direction that Trinity should go regarding our facility upgrades and program offerings.
 - o The survey results showed strong interest from most stakeholders in building out new academic spaces as well as a new worship space.
- The committee retained Ben Sigman from Ministry Advance out of Seattle, WA to complete a readiness assessment of Trinity and our capacity for giving.
 - o Based upon interviews and a wealth study, we are targeting 12 million Dollars for a capital raise.
- Following the readiness assessment, the committee elected to hire Ben and his team to lead our capital campaign. Meetings and strategy building are ongoing as we work towards an official launch.
- The committee also hired David Moles (church member and grandparent of Trinity school kids) to be our project manager for the building phase. David and a few other committee members have been working diligently to position Trinity for a smooth build out.
 - o To date, two HS modules are scheduled to arrive July 18.
 - o New MS module from Modern has had all material and color selections made and will arrive early to mid-August.
 - o Scope for Architectural Conceptualization of campus, building and ghosted future facilities will be out for bid confirmations this week with kickoff meetings before mid-June.
 - o Focus is now shifted to site development for the modules since no one or contractor from the congregation has stepped forward to assist.
- The committee has now officially broken into two, distinct groups. One group, led by David Moles, is focused on the building side of the project. The second group, led by me and Heather Salvesen (school parent) is focused on fundraising and the capital campaign.